

**Email:** [gpagma@att.net](mailto:gpagma@att.net)

**Occupation:** Arbitrator & Mediator

**First Business Address:**

6116 Old Spanish Trail  
Dayton, Ohio 45459  
(937) 436-2442 Fax: (937) 436-2442

**Second Business Address:**

370 West Arlington Road  
Erie, Pa. 16509-2202  
(814) 864-0432

**PROFESSIONAL AFFILIATIONS:**

National Academy of Arbitrators  
American Arbitration Association  
New York State Employment Relations Board

**EDUCATION:**

PhD. Business	University of Oklahoma 1971
MBA Business	Adelphi University 1966
BS Industrial Engineering	Long Island University 1964

**CERTIFICATIONS:**

Mediator	Ohio 1990
Mediator	Pennsylvania 1992
Mediator	New Jersey 2002

30+ years arbitration experience. 16+ years mediation & fact-finding experience. 750+ written arbitration decisions and awards. Hundreds of expedited decisions and awards.

**INDUSTRIES:**

Aerospace; Agriculture; Airlines; Atomic Energy; Automotive; Bakery; Banking; Beverage; Brewery; Canning; Casinos; Cement; Ceramic/Glass; Chemicals; Clerical; Clothing; Communications; Construction; Containers; Dairy Products; Education; Electrical Appliances; Electrical Equipment; Entertainment/Arts; Federal, State and Municipal Government; Food Service, Food Processing; Foundry; Furniture; Heating and Air Conditioning; Health Care; Hotel and Restaurants; Insurance; Iron and Iron Products; Lumber; Machinery; Manufacturing; Meat Packing; Metal Fabrication; Mining; Non-Ferrous Metals; Packaging; Paint and Varnish; Petroleum; Pharmaceutical; Plastics; Police and Fire; Printing and Publishing; Pulp and Paper; Refrigeration and Air Conditioning; Racetracks; Retail Stores; Sanitation; Scientific Instruments; Service; Steel; Stone and Quarry; Textile; Transportation; Trucking and Storage; Utilities; Warehousing.

**ISSUES:**

Ability; Absenteeism; Alcohol/Drug Abuse; Apprentices/Trainees, Arbitrability; Automation; Bargaining Unit Work; Bidding; Bonuses; Compensation; Demotion; Disability; Discharge; Discipline; Discrimination; Fair Share Fee; Health and Welfare; Hiring; Holidays and Holiday Pay; Incentive Rates and Standards; Insubordination; Interest Arbitration; Job Posting and Bidding; Job Evaluation; Job Classification; Jurisdiction; Layoff, Bumping and Recall; Leave of Absence; Management Rights; Merit Pay; Other Fringe Benefits; Overtime; Past Practice; Performance Appraisals; Personal Conduct; Personnel Records; Posting; Premium Pay; Production Standards; Reassignment; Reduction-In-Force; Reporting, Call-In and Call-Back Pay; Safety; Scheduling of Work; Seniority; Sexual Harassment; Sick Leave; Strike or Lockout;

Subcontracting; Training; Transfers; Vacancies; Vacations; Wages; Work Stoppages; Work Assignment; Working Conditions.

**PERMANENT PANELS:**

Teleflex & PACE	U.S. Air Force & IAMAW
JAC Products, Inc. & UAW	I.S.G. & USWA
VOCA/Rescare & SEIU	City of Cincinnati & AFSCME
Univ. Hospital of Cincinnati & ONA	City of Cincinnati & FOP
Cincinnati Metropolitan Housing Authority & AFSCME	Mayflower Vehicle Systems, Inc. & USW

**ARBITRATION ROSTERS:**

American Arbitration Association	National Mediation Board
New York City Office of Collective Bargaining	NJ State Board of Mediation
NASD Dispute Resolution Broad of Arbitrators	
State of Ohio Public Employment Relations Board (SERB)	
Commonwealth of Pennsylvania Bureau of Mediation	
New York State Public Employment Relations Board (PERB)	
State of Indiana Education Employment Relations Board (IEERB)	
U.S. Virgin Islands Public Employees Relations Board (PERB)	

**PUBLISHED CASES:**

300+ cases in BNA, CCH, LRP, and others.

**SIGNIFICANT PUBLICATIONS:** Author of 5 Books

The Effective Supervisor's Handbook - 1st & 2nd Editions (AMACOM)  
Employee Discipline: How To Do It Right (Wadsworth)  
Managing Your Human Resources: A Partnership Approach (AMACOM)  
The Arbitration Game (South-Western)

**FEES:**

**Per Diem Fee:** \$800.00

A hearing day is any portion of a day up to six hours. Time for travel, preparation, research, writing, decision and award is prorated. Reserve the right to charge C.O.D.

**Docketing Fee:** None

**Cancellation Fee:** Once a hearing date is set, in the event of postponement, withdrawal, or settlement, an \$800.00 per diem fee will be charged.